



SELECTED WORK

# Restorative Systems Framework

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*A trauma-informed leadership and organizational certification system, built from dissertation research to operational artifacts.*

CLIENT · RESTORATION RESOURCES

SCOPE · CURRICULUM, POLICY, VISUAL SYSTEM, PLATFORM

FORMAT · 4-PHASE TRAINING + CERTIFICATION PROGRAM



# The Brief

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*Restoration Resources came to Narrative Studio with a doctoral dissertation in progress and a framework that needed to become real.*

The work, which became the Restorative Systems Framework, asked for more than a slide deck or a workbook. It asked for an entire training and certification system that organizations could move through over twelve to eighteen months: assessment of where they currently stand, six modules of substantive leadership preparation, a complete set of implementation tools, and a certification process that evaluates whether the framework has actually been integrated into the organization's operative reality.

Narrative Studio built the system from the ground up: the curriculum, the policy templates, the leadership scripts, the visual identity, the course thumbnails, and the platform integration. What follows is a representative selection of the artifacts produced.

# 4

PHASES

# 6

MODULES

# 40+

ARTIFACTS

# 80k

WORDS

# Framework Architecture

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The framework operates across four sequenced phases. Each phase produces documentation that becomes the input for the next, and the entire arc is designed to be evaluable: Phase 4 certification is not a participation award, it is a substantive assessment of whether the framework has shifted the organization's operative reality.

<b>01</b> <b>Assessment</b> Leadership Survey, Culture Audit, Policy Review, Scorecard, and the baseline that subsequent phases work against.	<b>02</b> <b>Training</b> Six modules of substantive leadership preparation, each with slide deck, workbook, and gated knowledge assessment.	<b>03</b> <b>Implementation</b> Three policy templates, response flowchart, six leadership scripts, and culture guidelines, each customizable to context.	<b>04</b> <b>Certification</b> Reassessment via post-implementation instruments and qualitative evaluation against a ninety-five percent integration threshold.
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*Each box is a phase of the framework, sequenced and documented as a complete arc.*

## Phase 2 · The Curriculum

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Six modules. Each module includes a slide deck, a participant workbook of applied exercises, and a gated knowledge assessment at eighty percent for advancement. Modules build on one another in sequence.

### 01 **Defining Harm with Clarity**

Establishing a shared diagnostic vocabulary for harm in organizational systems.

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### 02 **Trauma and Human Response**

SAMHSA framework, nervous system patterns, and the leader as regulator.

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### 03 **Power, Systems, and Dysfunction**

Six types of power, formal and informal structures, and the silence that signals.

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### 04 **Leadership Responsibility and Restorative Leadership**

What leaders model, repair, and refuse, with substantive practice exercises.

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### 05 **Organizational Response and Accountability**

Acknowledgment, accountability, action, and the timelines genuine repair requires.

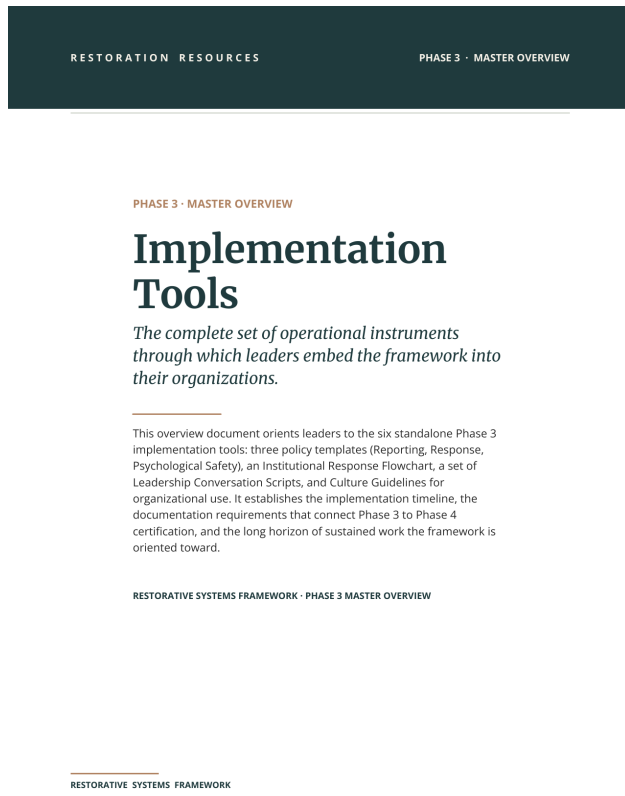
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### 06 **Restorative Leadership and Sustainable Systems**

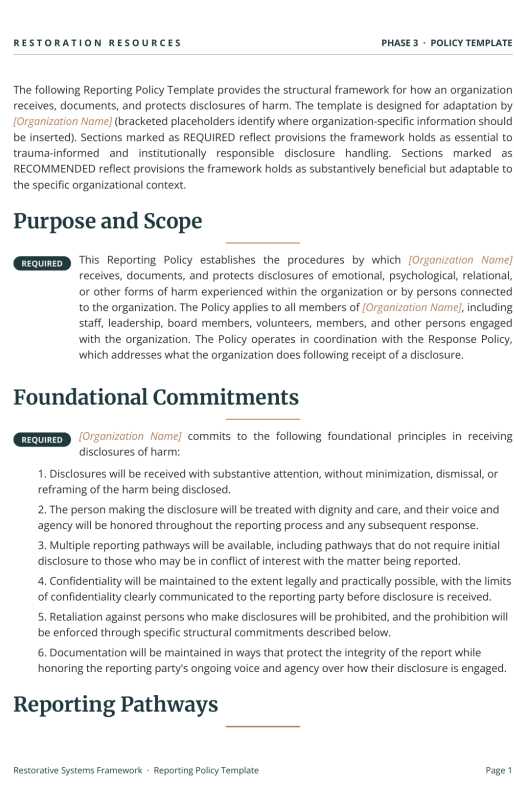
Culture cultivation over years, not initiatives with defined timelines.

# Phase 3 · Implementation Tools

Six standalone implementation tools, plus a master overview that orients the set. Each tool is a customizable PDF an organization can adopt and adapt to their context. The bracketed placeholders identify exactly where the customization belongs. The substance does not.



Phase 3 Master Overview · Cover



Reporting Policy Template · Content page

# Phase 2 · Participant Workbooks

Each module ships with a participant workbook of applied exercises. The exercises are designed to be done by hand or digitally, returned to across the implementation timeline, and used as material for the conversations the framework asks of leaders.

RESTORATION RESOURCES MODULE 04 · WORKBOOK

**Exercise 1.3 · The four channels of modeling**  
 Module 4 named four channels of leader modeling: language, pace, pressure response, and repair. Rate yourself honestly on each, then write one sentence about what the rating teaches your team.

Channel	Self-rating (1 to 5)	What this teaches my team
1 Language: the words I use about people, problems, and pressure		
2 Pace: how urgency is set and managed		
3 Pressure response: my first 90 seconds with bad news		
4 Repair: what I repair, ignore, or defend		

**Exercise 1.4 · The last reaction**  
 Recall the most recent moment your team saw you under real pressure. Write what they observed. Then write what you would want them to have observed. What is the distance between the two?

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Restorative Systems Framework · Leadership Responsibility Page 5

Module 4 Workbook · Exercise spread

RESTORATION RESOURCES PHASE 3 · CONVERSATION SCRIPTS

The following scripts provide starting language for the specific conversations leaders engage during response, repair, and culture cultivation work. The scripts are designed as orientation language, not as fixed text. Leaders should adapt the language to their actual conversational context, their specific relational dynamics, and the particular situation. The scripts establish what the conversation is meant to accomplish and offer language for the moments that most often produce difficulty. They are framing aids, not substitutes for the leader's integrated engagement with the situation.

**SCRIPT 01**

### Receiving a Disclosure of Harm

**Context.** A staff member, congregant, or other organizational member has come to you with a disclosure of harm. Your task is to receive the disclosure with the substantive attention the framework requires while not promising specific outcomes you may not be able to deliver.

**Opening**  
 "Thank you for bringing this to me. I want to be present to what you're telling me and to make sure I understand what you're sharing. Before you begin, I want you to know a few things. I'm going to listen carefully without interrupting. I won't be offering interpretations or defenses or trying to redirect what you're telling me. I'll be documenting what you share, in your own words as much as possible, and I'll give you the chance to review and correct what I've recorded. Whatever you're comfortable sharing, I'm here to receive it."

**After the disclosure has been shared**  
 "Thank you for trusting me with this. What you've described is serious, and I want you to know that it's being received as serious. I want to walk through with you what happens from here, and I want to be honest with you about both what I can and what I can't commit to in this moment."

**Communicating about process**  
 "Here's what I can tell you about what happens next. Within the next [specified timeframe], you'll receive formal acknowledgment that this disclosure has been received and is being engaged. Within the next [specified timeframe], we'll have a more substantive conversation about what you need from this process and how we can support you through it. Throughout the process, I'll be communicating with you regularly, and your voice will substantively shape how this is engaged."

**Communicating about confidentiality**

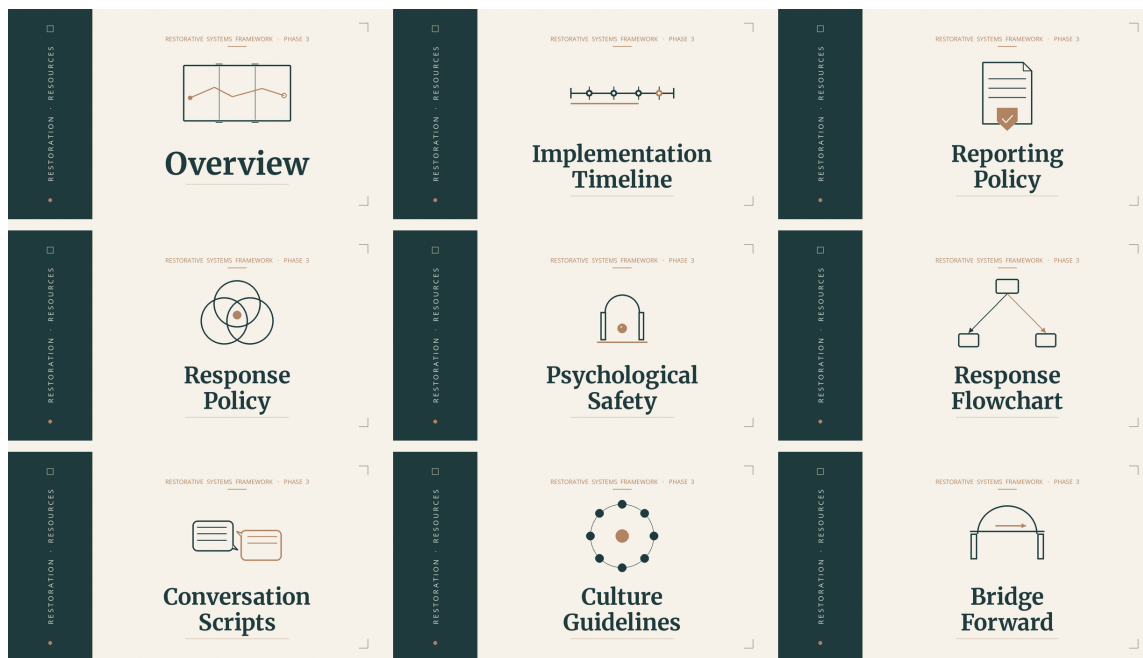
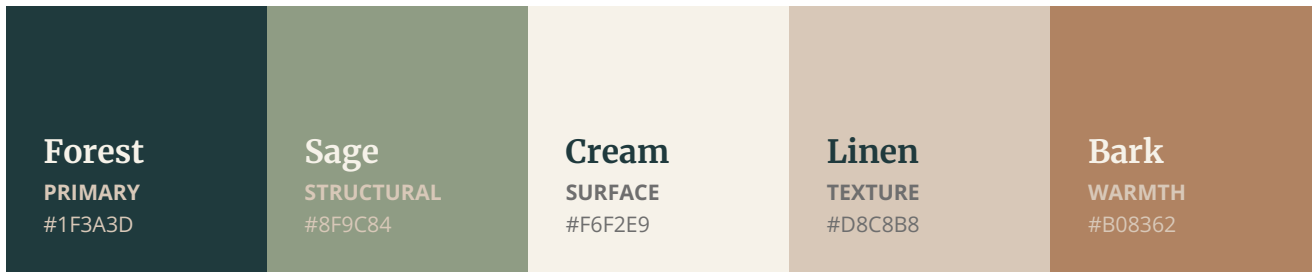
Restorative Systems Framework · Leadership Conversation Scripts Page 1

Leadership Conversation Scripts · Script 01

*“The work is not modular in the sense of being interchangeable. It is modular in the sense that each piece earns its place in the larger architecture.”*

# The Visual System

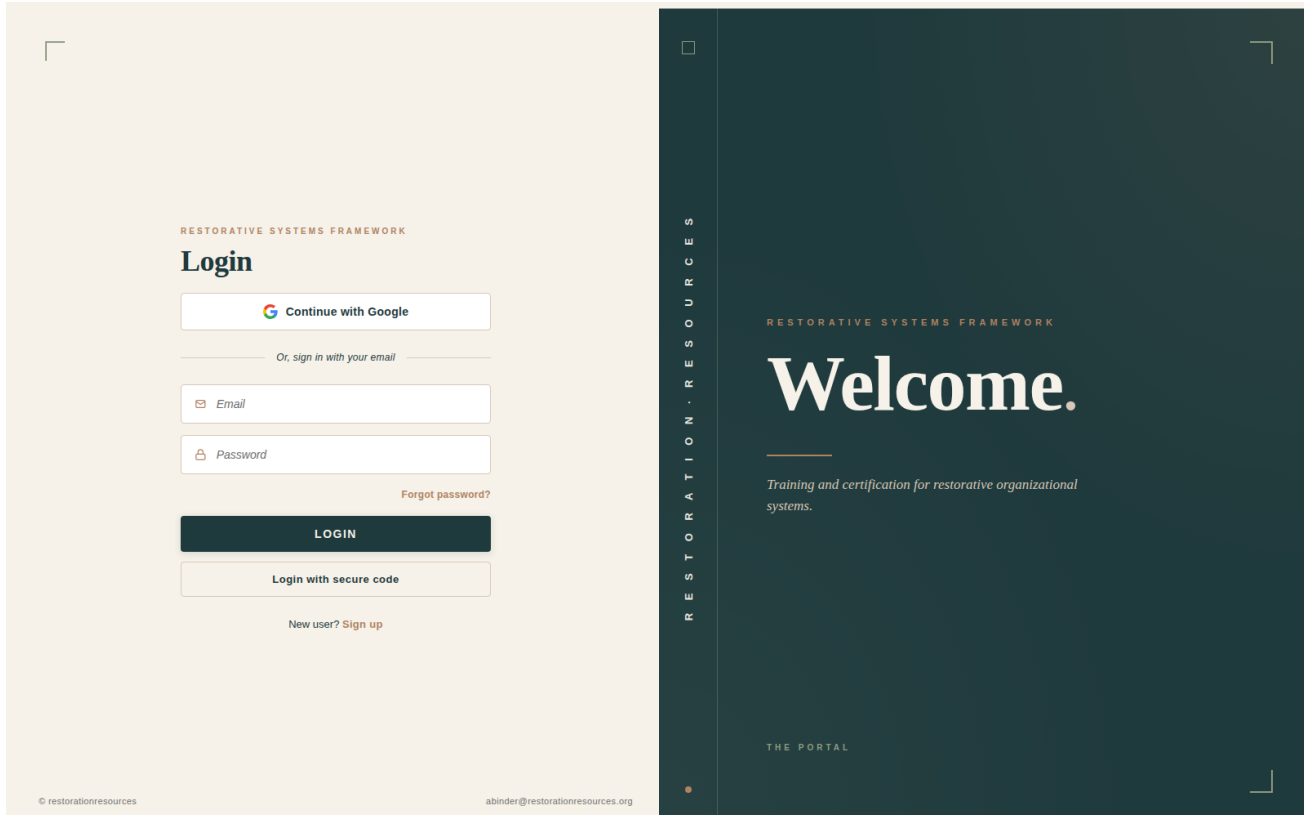
The brand identity runs through every artifact. Forest as the structural anchor, Cream as the working surface, Bark for warmth and emphasis, Sage and Linen for the quieter structural moments. Merriweather serif for headings, Open Sans for body. The system holds together across more than forty discrete artifacts.



*Phase 3 course post thumbnails · Nine variations on a single visual grammar*

# Platform Integration

The framework lives inside a Go High Level memberships portal. Each phase is staged as a sequenced course, each module as a lesson, each implementation tool as a downloadable artifact. The portal login screen extends the brand identity rather than breaking against it.



*Portal login screen · Custom-built within Go High Level using the same visual system*

# What Distinguishes the Build

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Three things separate this build from what generic curriculum-builder tools tend to produce.

## **Dissertation grounding**

The Restorative Systems Framework is the subject of a dissertation in praxis. Every substantive claim sits inside research. Every framework element has been defended in academic context. The curriculum is not a synthesis of secondary sources; it is primary scholarly work translated into operational form.

## **Substantive writing**

The words across modules, policy templates, leadership scripts, and culture guidelines are not templated language with the organization's name dropped in. They are written language, organization-agnostic where appropriate and explicitly customizable where context-specific, with the structural integrity to bear actual use. A policy template here will read well to a general counsel; a leadership script here will read well to a leader actually attempting the conversation.

## **A coordinated visual system**

The same five-color palette, the same two-font pairing, and the same compositional language run through every PDF, every slide, every course thumbnail, and the portal itself. The brand is not a logo and a color picker; it is a system that holds together across more than forty separate artifacts.

# The Studio

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Narrative Studio is the curriculum and platform development practice within Restoration Resources. We build training systems, certification programs, and their full operational scaffolding for practitioners, healers, and ministry leaders whose expertise has outgrown the formats most learning platforms make available.

The Restorative Systems Framework is a representative build. It is also a working system, currently in pilot. Future Selected Work pieces will document client builds as they come online.

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## LEARN MORE

### **restorationresources.org**

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